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NEW BOOKS

- Alford, L. P. The status of industrial relations. (New York: American Society of Mechanical Engineers, 29 West 39th St. 1920. Pp. 39.)
- Babson, R. W. W. B. Wilson and the Department of Labor. (New York: Brentano's. 1919. Pp. 276. \$2.)

From interviews with Mr. Wilson and his co-workers the author has prepared a sympathetic sketch of the first representative of organized labor to attain a cabinet position. Mr. Wilson's life is followed from his boyhood in Scotland; his early coming to America, work in a cobbler's shop, in coal mines, and on railroads; the six years in Congress, the creation of the Department of Labor, and Mr. Wilson's appointment as the first Secretary. There are abundant quotations from Mr. Wilson's writings and reports.

- Basset, W. R. When the workmen help you manage. (New York: Century Co. 1920. Pp. vi, 266. \$2.)
- BLOOMFIELD, D. Selected articles on modern industrial movements. (New York: H. W. Wilson. 1919. Pp. 377. \$1.80.)

The articles are grouped under Workers' coöperative movement; Syndicalism, industrial unionism, and the I. W. W.; Shop stewards; Scientific management; Guild socialism; Management sharing; Bolshevism; Labor parties; and Industrial reconstruction programs. There is a bibliography of twelve pages with a serviceable index.

- Brooks, J. G. Labor's challenge to the social order; democracy its own critic and educator. (New York: Macmillan. 1920. \$2.25.)
- Brauer, T. Das Recht auf Arbeit. (Jena: Fischer. 1919. Pp. 52. 3 M.)
- Bullock, E. D. and Johnson, J. E. Employment of women. Debaters' handbook series. Second and enlarged edition. (New York: H. W. Wilson. 1920. Pp. 214. \$1.25.)

Contains 27 pages of bibliographies; 50 pages of supplementary material are added for this new edition, originally published in 1911.

- Carson, J. O. International laws of trade unions; laws of injunctions, picketing, boycotts and conspiracies as found in labor cases, with leading illustrative cases. (Indianapolis: Author. 1919. Pp. 658.)
- CLARK, N. M. Common sense in labor management. (New York: Harper. 1919. Pp. 218. \$4.)
- Colvin, F. H. Labor turnover, loyalty and output. (New York: McGraw-Hill. 1919. Pp. 152. \$1.50.)

For the reader who is entirely unfamiliar with present-day developments in industrial relations, the book will afford a valuable, though by no means comprehensive, introduction. Its subtitle is "a consideration of the trend of the times as shown by the results

of war activities in the machine shops and elsewhere." It gives a brief survey of the much discussed "human element," securing interest in quality of output, and recent developments in shop instruction, and concludes with brief chapters on the employment manager, the latest ideas of leading men, and collective bargaining, in which last chapter dealing with the union is recommended and a plan for profit sharing suggested.

The title of the book is somewhat misleading, as little attention is given directly to labor turnover, and no discussion of methods of measuring it. The major portion of the book is devoted to two chapters on industrial training, which are valuable because they are written from the standpoint of a technical engineer as well as that of industrial relations. A considerable part of the remainder of the book consists of extensive extracts from the writings of Mr. R. B. Wolf and other writers. The book is well illustrated—almost too well, in fact, as the reader cannot help but wonder whether the illustrations are really typical of training conditions in the shop.

Incidentally, the reviewer doubts whether Mr. Colvin's explanation of the causes of the abandonment of apprenticeship (p. 6) is correct.

A. B. Wolfe.

Commons, J. R. Industrial goodwill. (New York: McGraw-Hill. 1919. Pp. 213. \$2.)

Though in part a plea for a type of management which attains its ends through winning and holding the goodwill of employees, the book is more than this. The author discusses briefly most of the phases of the labor problem: theories of labor, security, solidarity, insurance, health, democracy, shop education, loyalty, personality, functions of unions and legislation, industrial cycles, and related topics. The chapters are of unequal merit. Those on goodwill, the shop, loyalty and personality, strike the reviewer as very suggestive of new developments in management, while the chapter on democracy is in many respects disappointing.

The following excerpts indicate the trend of the author's ideas better than could a general statement. "But goodwill is reciprocity. It is not government at all but mutual concession. It yields as much to the prejudices and passions, to the conservatism and even suspicions of patrons, as it does to scientific knowledge of what is good for them. Goodwill is not necessarily a virtuous will or a loving will, it is a beneficial reciprocity of wills, and whether there is really a benefit or really a reciprocity, is a matter of opinion and mutual good feeling as much as a matter of science. . . . It is that unknown factor pervading the business as a whole, which cannot be broken up and measured off in motions and parts of motion, for it is not science but personality. . . . It is the corporate character of goodwill that makes its value uncertain and problematical. A corporation is said to have no soul. But goodwill is its soul. A corporation owns its goodwill, and the value of goodwill is reflected in its stocks and bonds . . . Industrial goodwill is a valuable asset like

commercial goodwill and good credit, and becomes so, more and more in proportion as laborers acquire more liberty, power, intelligence and more inclination to assert their liberties."

ARTHUR E. SWANSON.

- Danty-Lafrance, L. Comment établir les salaires de demain? Avantages et fonctionnement d'un système de salaires à primes d'activité. (Paris: Dunod & Pinat. 1919. Pp. 64.)
- FRANKEL and FLEISHER. The human factor in industry. (New York: Macmillan. 1920. \$3.)
- FAUST, L. Plain truths about the industrial problems. (Rockford, Ill.: Mechanics' Machine Co. 1919. Pp. 75. 25c.)
- FAY, A. H. Accidents at metallurgical works in the United States during the calendar year 1918. (Washington: Bureau of Mines. 1920. Pp. 23.)
- GEARHART, E. B. List of references on workshop committees. (Boston: Special Libraries, Oct., 1919. Pp. 5.)
- Gompers, S. Labor and the common welfare. (New York: Dutton. 1919. Pp. ix, 306. \$3.)
 - The editor, Mr. Hayes Robbins, has brought together extracts from Mr. Gompers' articles and addresses made during the past thirty-five years and grouped them in chapters, as follows: The philosophy of trade unionism; Labor and the community; Labor and the law; Labor's stand on public issues; The political policy of organized labor; Labor's place in modern progress; Organized labor's challenge to socialism and revolution; Labor in the war for democracy and liberty.
- Hamon, A. Le mouvement ouvrier en Grande Bretagne. (Paris: Librairie du Parti Socialiste et de l'Humanité. 1919. 1.25 fr.)
- HARTMANN, G. Fünfzig Jahre deutsche Gewerkvereine (Hirsch-Duncker). (Jena: Fischer. 1918. Pp. 32. 1.20 M.)
- Ladd, M. B. List of references on the right to strike. (Boston: Special Libraries. 1919. Pp. 16.)
- Price, E. M. Changes in the industrial occupations of women in the environment of Montreal during the period of the war, 1914-1918. (Montreal: Canadian Reconstruction Association. 1919. Pp. 86.)

 Presents a personal investigation into the changes brought about by the war in the industrial activity of Montreal. Chapter 1 gives details in regard to eight munition plants; chapter 2, investigation of railway shops; chapter 3, factories; chapter 4, wholesale houses; chapter 5, departmental stores and miscellaneous enterprises; chapter 6, banks. Attention is given to comparative wages of men and women workers, sources of labor supply, and proportion of married women.
- Reade, W. H. V. The revolt of labour against civilization. (New York: Longmans. 1919. Pp. 80. \$1.)

- Ryan, J. A. A living wage. (New York: Macmillan. 1920. \$2.)
- SACHS, H. Entwicklungstendenzen in der Arbeitsnachweisbewegung. (Jena: Fischer. 1919. Pp. 65. 6.25 M.)
- Valdour, J. L'ouvrier espagnol, observations vécues. (Paris: Rousseau. 1919. Pp. 374. 4.50 fr.)
- Vovard, A. Les institutions fondamentales de la nouvelle organisation du travail en Espagne. (Paris: Musée Social. 1920.)
- Warren, K. List of references on labor turnover. (Boston: Special Libraries, Oct., 1919. Pp. 5.)
- Webb, S. and B. The history of trade unionism. Revised and enlarged edition. (New York: Longmans. 1920. Pp. 784. \$7.50.)
- The American labor year book, 1919-1920. Edited by ALEXANDER TRACHTENBERG. (New York: The Rand School of Social Science. 1920. Pp. 447.)

The third Labor Year Book follows the general outline of the second. Like the preceding volume, it is an excellent source-book for all interested in the present industrial situation. The parts devoted to Labor in the War and The Labor Movement in the United States are of especial importance. Considerable space is devoted to the prosecution of socialists and others under the Espionage acts. The story of the general strike in Seattle in February, 1919, is quite different from the typical statement found in the conservative magazines and newspapers. Mayor Hanson does not stand out as an heroic figure. Interesting accounts are given of certain new and significant organizations such as the Amalgamated Clothing Workers of America, the American Federation of Teachers, the Library Employees' Union, the office workers' union, the Boston Trade Union College, the Non-Partisan League, the Communist Party, and the Communist-Labor Party.

Unfortunately, from the point of view of the reviewer, the Year Book does not contain an account of the attitudes taken by the various religious denominations toward labor and capital; and no worth-while statement is offered of the development of the shop committee system. While the volume bears the imprint of the socialist, it manifests much less of class or partisan bias than do many articles and volumes prepared and circulated by ultra-conservative organizations.

Frank T. Carlton.

- Conciliation and arbitration in New Zealand. (Boston: National Industrial Conference Board. 1919. Pp. 46.)
- Docket of the National War Labor Board. (Washington: Bureau of Applied Economics, 921 Fifteenth St., N. W. 5 vols. \$100.)
- The eight-hour day in federal and state legislation. (Washington: Supt. Docs. 1919. Pp. 19.)
- Industrial reconstruction problems. Complete report of the proceed-

ings of the national conference held under the auspices of the Society of Industrial Engineers. (New York. 1920. Pp. 197.)

Report of proceedings of the thirty-ninth annual convention held at Atlantic City, N. J., June 9 to 23, 1919. (Washington: American Federation of Labor. 1919. Pp. 491.)

Wages in various industries. A summary of wage movements during the war. (Washington: Bureau of Applied Economics. 1919. Pp. 62.)

A works council manual. Research report no. 26. (Boston: National Industrial Conference Board. 1920. Pp. 32.)

Money, Prices, Credit, and Banking

NEW BOOKS

Beebe, D. E. Retail credits and collections. (New York: Harper. 1919. Pp. 248. \$1.50.)

This is one of the volumes of Harper's Retail Business Series and is intended to be a "brief working-manual for retailers." The book will be of much more value to a merchant in search of a compendium of useful information and practical suggestions with regard to credits and collections than to the economist in search of a carefully wrought scientific analysis of the subject. The opening chapter is given over to arguments—some of which are not altogether convincing—against doing a "strictly cash business." Then follow a treatment of the problems arising out of selling goods on credit and the determination of credit and collection policies. Parts II and III of the book deal respectively with the organization and procedure of the credit office and part IV with the collection of accounts. Since the author is much more concerned with the "how" than the "why" of his problem, the chapters which comprise these portions of the work abound in detailed advice, accompanied by illustrations and forms from actual business.

G. W. Dowrie.

Benson, R. State credit and banking during the war and after; a suggestion for a central institution to provide means for after-war development by enabling holders of government securities to borrow thereon. (New York: Macmillan. 1920. Pp. 57.)

Beyer, W. C. and others. Workingmen's standard of living in Philadelphia. A report by the Bureau of Municipal Research of Philadelphia. (New York: Macmillan. 1919. Pp. x, 125. \$2.25.)

In order to make possible a scientific adjustment of the wages of the unskilled employees of Philadelphia, the Bureau of Municipal Research undertook the determination of a "fair standard of living" for workingmen. An intensive investigation of the details of expenditures by 260 Philadelphia industrial families resulted in the establishment of a "goods" standard.